

**KCRG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - September 30, 2019**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-3, 6-12, 14-15, 18, 22-24, 26-27, 29, 31, 33-38	8
Account Executive	1-3, 6-12, 14-15, 18, 22-24, 26-27, 29, 31, 33-38	10
Meteorologist	1-2, 5-6, 12-14, 16-18, 20, 22, 24, 26- 28, 30, 32-38	22
Producer	1-2, 12-14, 16-18, 22, 24, 26-28, 33-38	33
Reporter/MMJ	1-2, 8, 12-14, 16-18, 21-22, 24, 26-28, 33-38	8
Reporter/MMJ	1-2, 8, 12-14, 16-18, 21-22, 24, 26-28, 33-38	12
Meteorologist	2, 12-14, 16-18, 22, 24-28, 33-38	12
Reporter - Bureau	2, 12-14, 16-18, 22, 24, 26-28, 33-38	22
Reporter/MMJ	2, 4, 12-13, 16-18, 22, 24, 26-28, 33-38	12
Reporter/MMJ	2, 4, 12-13, 16-18, 22, 24, 26-28, 33-38	12
Technical Media Producer	2, 5, 12-14, 16-19, 22, 24, 26-27, 33-38	5
Technical Media Producer	2, 5, 12-14, 16-19, 22, 24, 26-27, 33-38	5

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Arizona State University Cronkite Alumni - Walter Cronkite School of Journalism and Mass Comm. Stauffer Hall A 231, P.O. Box 871305 Tempe, Arizona Phone : 480.965.5011 Email : mike.wong@asu.edu Fax : 1-480-965-7041 Mike Wong	N	0
2	Broadcast Center 2360 Hampton Ave St Louis, Missouri 63139 Phone : (314) 647-8181 Email : placement@broadcastcenterinfo.com John Carroll	N	0
3	Coe College 1220 First Ave NE Cedar Rapids, Iowa 52402 Phone : 319-399-8844 Email : o-career@coe.edu Fax : 1-319-399-8503 Career Service	N	0
4	Corporate Recruiter	N	1
5	Current Employee	N	3
6	Drake Univeristy 2507 University Avenue Des Moines, Iowa 50311 Phone : 515-271-4715 Url : www.drake.edu Email : annette.watson@drake.edu Annette watson	N	0
7	E-mail Inquiry	N	1
8	Employee Referral	N	3
9	Former Employee	N	1
10	Former Employee Referral	N	1
11	Gazette and Coridor Careers 500 3rd Avenue SE Cedar Rapids, Iowa 52401 Phone : 319-368-8982 Camala Johnson Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Gray TV Internal 4370 Peachtree Road Atlanta, Georgia 30319 Phone : 470-225-5410 Url : <a href="https://gray.tv/index.php?page=gray-tv-careers">https://gray.tv/index.php?page=gray-tv-careers</a> Shavonne Perry Manual Posting	N	7
13	Handshake for Universities 2601 Mission Street San Francisco, California Phone : none Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> none none Manual Posting	N	2
14	Hawkeye Community College Website 1501 E. Orange Road Waterloo, Iowa 50704 Phone : 319-296-4014 Email : <a href="mailto:kate.childers@hawkeyecollege.edu">kate.childers@hawkeyecollege.edu</a> Fax : 1-319-296-1028 Kate Childers	N	0
15	Indeed.com	N	2
16	Iowa Broadcast News Association P.O. Box 647 Denver, Iowa 50622 Phone : 319-230-8988 Email : <a href="mailto:ibna@ibna.org">ibna@ibna.org</a> Jeff Stein	N	0
17	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Sue Toma Manual Posting	N	0
18	Iowa State University 3810 Beardshear Hall Ames, Iowa 50011 Phone : 515-294-2542 Email : <a href="mailto:taren@iastate.edu">taren@iastate.edu</a> Job Listings	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Iowa Workforce Development 1000 East Grand Des Moines, Iowa Phone : 515-281-9619 Url : <a href="http://www.iowaworkforce.org">www.iowaworkforce.org</a> Email : <a href="mailto:iwd.customerservice@ivdstate.ia.us">iwd.customerservice@ivdstate.ia.us</a> Fax : 1-515-281-9640 Erv Feh	N	0
20	JournalismJobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-508-7386 Email : <a href="mailto:contact@journalismjobs.com">contact@journalismjobs.com</a> Dan Rohn	N	0
21	JournalismJobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-524-2007 Career Services Manual Posting	N	0
22	KCRG Website 501 2nd Avenue SE Cedar Rapids, Iowa 52401 Phone : 319-368-8604 Adam Carros Manual Posting	N	2
23	Linked In	N	2
24	Loras College 1450 Alta Vista Dubuque, Iowa 52001 Phone : 563-588-7100 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-563-588-7371 Bobbi Martin	N	0
25	MediaGigNow website only website only, Iowa Phone : 860.437.5700 Url : <a href="https://www.mediagignow.com/">https://www.mediagignow.com/</a> self-report self-report Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Rich Everitt	N	0
27	NAB Career Center 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5300 Url : www.nab.org Email : nabef@nab.org Yewande Akimleye	N	0
28	National Association of Black Journalist 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Lisa Waldschmitt Manual Posting	N	0
29	Non-Employee Referral	N	1
30	Self Referral	N	1
31	SND Publishing LLC 1635 Old Hwy 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Gene McKay Manual Posting	N	0
32	Syracuse University, Career Services 235 Schine Student Center, 303 University Place Syracuse, New York 13244 Phone : 315-443-3616 Email : careers@syr.edu Mike Cahill	N	0
33	TVJOBS.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway	Y	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	University Northern Iowa Cedar Falls Cedar Falls Cedar Falls, Iowa Phone : 319-273-6857 Email : careerservices@uni.edu Fax : 1-319-273-6998 Kris Peterson	N	0
35	University of Dubuque 2000 University Avenue Dubuque, Iowa 52001 Phone : 563-589-3132 Email : mba@mbaweb.org Fax : 1-563-589-3419 Deb Clarke	N	0
36	University of Iowa 100 Pomerantz Center Iowa City, Iowa 52242 Phone : 319-335-3427 Email : paul-w-jensen@uiowa.edu Paul Jensen	N	0
37	Wartburg College 100 Wartburg Blvd Waverly, Iowa 50677 Phone : 319-352-8425 Email : careers@wartburg.edu Derek Solheim	N	0
38	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>28</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	10/3/2018	Participation in other activities designed by the station employment unit	Station tour conducted by Promotion Department for the Compass Group from Linn Mar High School	1	Promotions
2	10/17/2018	Participation in other activities designed by the station employment unit	Station tour conducted by Promotion Department for Systems Unlimited	1	Promotions
3	10/22/2018	Participation in other activities designed by the station employment unit	News Director met with a group of international journalists to talk about the industry and political news climate.	1	News Director
4	10/31/2018	Participation in events or programs sponsored by educational institutions	News anchor talked to high school students at the Kennedy High School Leadership Retreat.	1	Anchor
5	11/2/2018	Participation in events sponsored by community groups	The KCRG First Alert Storm Team Weather Academy is a fun and educational program aimed at teaching students about how the weather works and introducing careers in Meteorology. The following event took place during the reporting period:  Weather talk at Willow Cottage Grove Place	1	Meteorologist
6	11/7/2018	Participation in other activities designed by the station employment unit	Station tour conducted by Promotion Department for To The Rescue	1	Promotions
7	11/14/2018	Participation in events sponsored by community groups	Meteorologist represented Eastern Iowa at the National Weather Service PACE meeting in Davenport Iowa	1	Meteorologist
8	12/8/2018	Participation in events sponsored by community groups	Meteorologist representing KCRG at a National Weather Service workshop in Davenport Iowa.	1	Meteorologist
9	12/11/2018	Participation in other activities designed by the station employment unit	Station tour conducted by Promotion Department for To The Rescue.	1	Promotions
10	2/13/2019	Participation in other activities designed by the station employment unit	Station tour conducted by Promotion Department for Vocational Rehab.	1	Promotions

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11	3/11/2019	Participation in events or programs sponsored by educational institutions	News Director attend a two day recruiting session and talked with students at the University of Missouri.	1	News Director
12	3/15/2019	Participation in events or programs sponsored by educational institutions	News Director attended a recruiting session and spoke with journalism students at the University of Missouri.	1	News Director
13	3/27/2019	Co Sponsoring Job Fair	Annette Trefz, KCRG Business Manager and Joydene Koresko, KWQC Office Manager attended the Blackhawk College Job Fair - co-sponsored by KWQC our sister station. Information on current job postings were distributed from both KCRG and KWQC.	2	Business Manager Office Manager
14	3/28/2019	Participation in other activities designed by the station employment unit	Station tour conducted by Promotion Department for POLK Alternative Education School.	1	Promotions
15	4/12/2019	Participation in other activities designed by the station employment unit	Meteorologists displayed career information for KCRG/GrayTV while programming weather radios in Washington, Iowa.	4	Meteorologist Meteorologist Meteorologist Meteorologist
16	4/12/2019	Participation in events or programs sponsored by educational institutions	News Director conducted a tour and news staff spoke with 30 University of Iowa Journalism students about the career field.	1	News Director
17	4/17/2019	Participation in other activities designed by the station employment unit	Meteorologists displayed career information for KCRG/GrayTV while programming weather radios in North Liberty, Iowa.	4	Meteorologist Meteorologist Meteorologist Meteorologist
18	4/24/2019	Sponsorship of events in the community designed to increase public awareness	Meteorologist conducted a Weather Presentation at Emery Place retirement home.	1	Meteorologist
19	4/25/2019	Participation in events or programs sponsored by educational institutions	News Director visited Loras College to recruit broadcast students.	1	News Director
20	4/26/2019	Participation in other activities designed by the station employment unit	Meteorologists displayed career information for KCRG/GrayTV while programming weather radios in Dubuque, Iowa.	4	Meteorologist Meteorologist Meteorologist Meteorologist

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21	5/1/2019	Participation in other activities designed by the station employment unit	Meteorologists displayed career information for KCRG/GrayTV while programming weather radios in Marion, Iowa.	4	Meteorologist Meteorologist Meteorologist Meteorologist
22	5/6/2019	Participation in events or programs sponsored by educational institutions	Meteorologist conducted a weather visit at West High School in Iowa City.	1	Meteorologist
23	5/10/2019	Participation in other activities designed by the station employment unit	Meteorologists displayed career information for KCRG/GrayTV while programming weather radios in Waterloo, Iowa.	4	Meteorologist Meteorologist Meteorologist Meteorologist
24	5/13/2019	Participation in events or programs sponsored by educational institutions	Assistant Sports Director spoke to students at West Branch High School	1	Assistant Sports Director
25	5/13/2019	Participation in other activities designed by the station employment unit	Station tour conducted by Promotion Department for broadcast and production students from Independence and Oelwien High schools.	1	Promotions
26	5/15/2019	Participation in other activities designed by the station employment unit	Meteorologists displayed career information for KCRG/GrayTV while programming weather radios in Cedar Rapids, Iowa.	4	Meteorologist Meteorologist Meteorologist Meteorologist
27	5/24/2019	Participation in other activities designed by the station employment unit	Meteorologists displayed career information for KCRG/GrayTV while programming weather radios in Iowa City, Iowa.	4	Meteorologist Meteorologist Meteorologist Meteorologist
28	6/25/2019	Participation in other activities designed by the station employment unit	News Director spoke to 20 Chinese journalist from the New and Traditional Media for China program.	1	News Director
29	7/10/2019	Sponsorship of events in the community designed to increase public awareness	Meteorologist gave a weather talk to residents of Methwick Retirement Community.	1	Meteorologist
30	7/15/2019	Sponsorship of events in the community designed to increase public awareness	Meteorologists displayed career information for KCRG/GrayTV while conducted a Weather Academy at a Kernels game.	3	Meteorologist Meteorologist Meteorologist
31	7/23/2019	Participation in other activities designed by the station employment unit	Station tour conducted by Promotion Department for Vocational Rehabilitation.	1	Promotions

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32	8/13/2019	Participation in Job Fairs	Attended the Quad City Success Fair on 8/13/19 at Rogalski Center - St. Ambrose University. The fair was to help veterans, transitioning soldiers and the community in finding employment, resources and education opportunities. Stations KCRG, KWQC, and KYOU were all presented and job opening information for all three stations was distributed to those interested.	2	Business Manager Office Manager- KWQC
33	9/3/2019	Participation in other activities designed by the station employment unit	Chief Meteorologist hosted and spoke to a group that was part of the US State Department professional exchange program and the International Visitor Program. He spoke about " Disaster Preparedness and Emergency Management".	1	Meteorologist